

Note to users: The NCS (National Compensation Survey) is a BLS establishment survey of employee salaries, wages, and benefits. The survey is designed to produce data at local levels, within broad regions, and nationwide. The NCS will replace 3 existing BLS surveys: Employment Cost Index (ECI), Occupational Compensation Survey Program (OCSP), and Employee Benefits Survey (EBS).

The chief reasons for developing the NCS are: 1) Expand existing compensation programs by covering more occupations, by publishing more local data, and by representing all workers; 2) Eliminate duplicate data collection and processing requirements; 3) Reduce respondent burden; 4) Develop more efficient and streamlined collection and processing techniques; 5) Improve the quality of published data; 6) Produce a variety of local and national data; and 7) Address budget constraints.

The Bureau of Labor Statistics' Office of Compensation Levels and Trends (OCLT) is redesigning its compensation statistics to reflect the workplace of the 21st century. This initiative is named the National Compensation Survey (NCS); formerly, it was called COMP2000. Under the COMP2000 banner, BLS conducted six test surveys using new concepts and procedures for selecting occupations and determining the level of duties and responsibilities of those occupations.

The NCS will cover civilian workers in private industry establishments and State and local governments. It excludes private households, the Federal government, and agriculture. BLS began collecting the wage portion of the NCS starting in the fall of 1996 at which time the OCSP survey was discontinued.

**Ready Facts Catalog for the Norfolk-Virginia Beach-Newport News, VA-NC, MSA:**

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Table 1-1. **Summary: Mean hourly earnings<sup>1</sup> and weekly hours by selected characteristics, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2003**

Worker and establishment characteristics	Total			Private industry			State and local government		
	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>
	Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)	
<b>Total</b> .....	\$16.41	3.7	35.6	\$15.53	5.1	34.8	\$19.08	1.8	38.2
<b>Worker characteristics:<sup>4</sup></b>									
White-collar occupations <sup>5</sup> .....	19.92	4.3	36.9	18.85	6.5	36.5	22.55	1.8	38.0
Professional specialty and technical .....	24.47	2.7	36.9	22.43	4.9	36.7	26.81	2.1	37.2
Executive, administrative, and managerial .....	30.31	9.1	40.5	31.62	10.2	40.7	25.87	9.2	39.7
Sales .....	13.76	7.9	32.6	13.68	8.5	32.3	—	—	—
Administrative support .....	13.32	6.9	37.7	13.45	8.8	37.3	12.91	1.9	38.7
Blue-collar occupations <sup>5</sup> .....	14.55	4.3	37.2	14.68	4.9	37.4	13.68	3.4	36.5
Precision production, craft, and repair .....	18.32	2.6	40.0	18.55	2.9	40.0	17.01	6.3	40.0
Machine operators, assemblers, and inspectors .....	14.51	12.0	39.7	14.72	12.6	39.7	—	—	—
Transportation and material moving .....	13.28	4.6	37.3	14.05	5.9	39.6	11.37	3.3	32.5
Handlers, equipment cleaners, helpers, and laborers .....	9.19	6.0	31.6	8.92	6.3	31.2	11.62	8.8	35.5
Service occupations <sup>5</sup> .....	9.69	4.3	30.2	7.43	3.0	26.9	14.29	3.7	40.2
Full time .....	17.64	3.4	39.7	16.92	4.8	39.9	19.59	1.4	39.2
Part time .....	8.30	5.5	21.2	8.20	6.0	20.9	9.35	3.3	25.5
Union .....	17.35	5.7	39.5	17.38	5.6	39.5	—	—	—
Nonunion .....	16.28	4.1	35.1	15.19	6.0	34.1	19.09	1.8	38.2
Time .....	16.29	4.1	35.5	15.32	5.6	34.6	19.08	1.8	38.2
Incentive .....	19.37	13.3	39.2	19.37	13.3	39.2	—	—	—
<b>Establishment characteristics:</b>									
Goods producing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	17.15	9.5	39.8	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
Service producing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	—	—	—	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
50-99 workers <sup>7</sup> .....	12.01	5.0	30.9	11.91	5.1	30.8	17.51	8.8	37.6
100-499 workers .....	16.03	7.7	36.2	16.02	8.3	36.1	16.16	14.0	36.9
500 workers or more .....	18.70	3.3	37.9	18.08	6.2	37.4	19.38	2.3	38.3

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

<sup>3</sup> Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

<sup>4</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Union workers are those whose wages are determined through collective bargaining. Wages of time workers are based solely on

hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

<sup>5</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

<sup>6</sup> Classification of establishments into goods-producing and service-producing industries applies to private industry only.

<sup>7</sup> Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table 2-1. **Mean hourly earnings,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2003**

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>All</b> .....	\$16.41	3.7	\$15.53	5.1	\$19.08	1.8
All excluding sales .....	16.62	3.8	15.72	5.4	19.15	1.6
<b>White collar</b> .....	19.92	4.3	18.85	6.5	22.55	1.8
White collar excluding sales .....	21.00	4.3	20.13	6.9	22.77	1.4
<b>Professional specialty and technical</b> .....	24.47	2.7	22.43	4.9	26.81	2.1
Professional specialty .....	26.28	2.5	25.20	5.5	27.04	1.9
Engineers, architects, and surveyors .....	—	—	—	—	—	—
Mathematical and computer scientists .....	—	—	—	—	—	—
Natural scientists .....	—	—	—	—	—	—
Health related .....	22.47	4.3	21.76	3.5	27.41	18.3
Physicians .....	30.12	33.8	—	—	—	—
Registered nurses .....	20.29	5.3	20.22	5.9	20.78	3.4
Teachers, college and university .....	—	—	—	—	—	—
Teachers, except college and university .....	28.62	2.4	23.87	12.0	28.91	2.2
Elementary school teachers .....	29.09	.4	—	—	29.04	.4
Secondary school teachers .....	29.15	.5	—	—	29.04	.3
Librarians, archivists, and curators .....	28.61	3.6	—	—	—	—
Librarians .....	28.61	3.6	—	—	—	—
Social scientists and urban planners .....	—	—	—	—	—	—
Social, recreation, and religious workers .....	20.19	7.5	—	—	19.12	8.2
Social workers .....	20.19	7.5	—	—	19.12	8.2
Lawyers and judges .....	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	—	—	—	—	—	—
Technical .....	18.21	6.1	18.22	6.4	—	—
Clinical laboratory technologists and technicians .....	12.90	8.5	12.90	8.5	—	—
Licensed practical nurses .....	14.26	2.3	14.32	2.5	—	—
Electrical and electronic technicians .....	19.72	6.9	19.72	6.9	—	—
<b>Executive, administrative, and managerial</b> .....	30.31	9.1	31.62	10.2	25.87	9.2
Executives, administrators, and managers .....	34.01	9.0	34.42	10.6	32.05	5.9
Administrators and officials, public administration .....	34.85	10.4	—	—	34.85	10.4
Managers and administrators, n.e.c. ....	36.96	10.7	37.00	10.8	—	—
Management related .....	22.18	5.6	23.88	6.4	18.91	1.1
Accountants and auditors .....	21.31	4.8	21.67	7.0	—	—
<b>Sales</b> .....	13.76	7.9	13.68	8.5	—	—
Cashiers .....	8.08	9.6	7.66	11.2	—	—
<b>Administrative support, including clerical</b> .....	13.32	6.9	13.45	8.8	12.91	1.9
Secretaries .....	14.02	4.4	13.44	9.1	14.49	5.0
Receptionists .....	10.18	6.9	10.28	7.2	—	—
Order clerks .....	17.40	22.7	17.40	22.7	—	—
Library clerks .....	9.49	2.5	—	—	9.49	2.5
Bookkeepers, accounting and auditing clerks .....	12.00	4.0	11.51	4.1	—	—
General office clerks .....	12.39	8.0	12.52	10.5	12.02	4.7
Teachers' aides .....	11.33	.4	—	—	11.33	.4
Administrative support, n.e.c. ....	12.23	5.7	—	—	12.30	4.2
<b>Blue collar</b> .....	14.55	4.3	14.68	4.9	13.68	3.4
<b>Precision production, craft, and repair</b> .....	18.32	2.6	18.55	2.9	17.01	6.3
Industrial machinery repairers .....	20.71	9.1	20.71	9.1	—	—
Mechanics and repairers, n.e.c. ....	15.55	6.6	—	—	—	—
Electricians .....	21.06	6.4	—	—	—	—
Plumbers, pipefitters and steamfitters .....	18.69	12.6	18.74	12.8	—	—
<b>Machine operators, assemblers, and inspectors</b> .....	14.51	12.0	14.72	12.6	—	—
Miscellaneous machine operators, n.e.c. ....	13.03	14.5	13.52	16.8	—	—
Assemblers .....	20.51	7.1	20.51	7.1	—	—
Production inspectors, checkers and examiners ..	13.34	27.8	13.34	27.8	—	—
<b>Transportation and material moving</b> .....	13.28	4.6	14.05	5.9	11.37	3.3
Truck drivers .....	13.85	10.7	15.23	12.2	—	—

See footnotes at end of table.

Table 2-1. **Mean hourly earnings,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2003** — Continued

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>Blue collar</b> —Continued						
<b>Transportation and material moving</b> —Continued						
Bus drivers .....	\$11.74	0.9	—	—	\$11.71	0.9
Industrial truck and tractor equipment operators ..	14.07	10.7	\$14.07	10.7	—	—
Miscellaneous material moving equipment operators, n.e.c. ....	12.76	7.4	—	—	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b>						
Construction laborers .....	9.19	6.0	8.92	6.3	11.62	8.8
Stock handlers and baggers .....	9.56	7.5	—	—	—	—
Machine feeders and offbearers .....	7.87	8.2	7.87	8.2	—	—
Freight, stock, and material handlers, n.e.c. ....	9.46	22.6	9.46	22.6	—	—
Hand packers and packagers .....	12.16	9.8	12.16	9.8	—	—
Hand packers and packagers .....	8.53	10.5	8.53	10.5	—	—
<b>Service</b> .....						
Protective service .....	9.69	4.3	7.43	3.0	14.29	3.7
Firefighting .....	13.49	14.2	—	—	16.46	3.1
Police and detectives, public service .....	13.60	.4	—	—	13.60	.4
Correctional institution officers .....	17.28	3.0	—	—	17.28	3.0
Food service .....	13.60	2.3	—	—	13.60	2.3
Waiters, waitresses, and bartenders .....	6.38	4.3	6.17	4.2	10.45	.9
Waiters and waitresses .....	4.29	10.7	4.29	10.7	—	—
Other food service .....	3.80	18.4	3.80	18.4	—	—
Cooks .....	8.03	4.5	7.79	4.7	10.45	.9
Kitchen workers, food preparation .....	8.39	4.0	8.36	4.0	—	—
Food preparation, n.e.c. ....	8.24	7.0	8.24	7.0	—	—
Health service .....	7.17	5.7	6.80	6.6	—	—
Health aides, except nursing .....	9.20	2.5	9.05	1.8	9.58	6.9
Nursing aides, orderlies and attendants .....	10.05	3.8	—	—	—	—
Cleaning and building service .....	8.97	2.2	8.93	1.7	9.12	8.8
Janitors and cleaners .....	9.73	7.2	9.27	9.1	10.81	9.8
Personal service .....	9.16	6.9	8.98	10.5	9.56	1.0
Personal service .....	8.18	7.1	7.58	8.6	9.90	3.4

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup> All workers include full-time and part-time workers.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

<sup>4</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 2-2. **Mean hourly earnings,<sup>1</sup> full-time workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2003**

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>All</b> .....	\$17.64	3.4	\$16.92	4.8	\$19.59	1.4
All excluding sales .....	17.74	3.6	16.98	5.2	19.67	1.1
<b>White collar</b> .....	20.79	4.1	19.95	6.4	22.62	1.8
White collar excluding sales .....	21.41	4.4	20.65	7.1	22.84	1.3
<b>Professional specialty and technical</b> .....	24.70	2.7	22.70	5.1	26.82	2.1
Professional specialty .....	26.54	2.6	25.73	6.0	27.05	1.9
Engineers, architects, and surveyors .....	—	—	—	—	—	—
Mathematical and computer scientists .....	—	—	—	—	—	—
Natural scientists .....	—	—	—	—	—	—
Health related .....	22.54	5.1	21.68	4.1	27.41	18.3
Registered nurses .....	19.81	6.6	19.63	7.6	20.78	3.4
Teachers, college and university .....	—	—	—	—	—	—
Teachers, except college and university .....	28.71	2.3	24.39	13.9	28.91	2.2
Elementary school teachers .....	29.09	.4	—	—	29.04	.4
Secondary school teachers .....	29.15	.5	—	—	29.04	.3
Librarians, archivists, and curators .....	28.61	3.6	—	—	—	—
Librarians .....	28.61	3.6	—	—	—	—
Social scientists and urban planners .....	—	—	—	—	—	—
Social, recreation, and religious workers .....	20.19	7.5	—	—	19.12	8.2
Social workers .....	20.19	7.5	—	—	19.12	8.2
Lawyers and judges .....	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	—	—	—	—	—	—
Technical .....	18.41	6.1	18.44	6.4	—	—
Clinical laboratory technologists and technicians	13.20	8.4	13.20	8.4	—	—
Licensed practical nurses .....	14.15	1.9	—	—	—	—
Electrical and electronic technicians .....	19.72	6.9	19.72	6.9	—	—
<b>Executive, administrative, and managerial</b> .....	30.36	9.1	31.68	10.2	25.87	9.2
Executives, administrators, and managers .....	34.01	9.0	34.42	10.6	32.06	5.9
Administrators and officials, public administration	34.85	10.4	—	—	34.85	10.4
Managers and administrators, n.e.c. ....	36.96	10.7	37.00	10.8	—	—
Management related .....	22.20	5.6	23.95	6.4	18.91	1.1
Accountants and auditors .....	21.33	5.2	21.74	7.9	—	—
<b>Sales</b> .....	16.09	6.8	16.18	7.2	—	—
<b>Administrative support, including clerical</b> .....	13.65	7.0	13.86	9.0	12.98	2.1
Secretaries .....	14.23	4.4	13.87	9.2	14.49	5.0
Receptionists .....	10.44	7.4	—	—	—	—
Bookkeepers, accounting and auditing clerks .....	12.00	4.0	11.51	4.1	—	—
General office clerks .....	12.48	8.0	12.64	10.4	12.02	4.7
Teachers' aides .....	11.33	.4	—	—	11.33	.4
Administrative support, n.e.c. ....	12.26	5.9	—	—	12.30	4.2
<b>Blue collar</b> .....	15.22	4.6	15.35	5.3	14.35	3.5
<b>Precision production, craft, and repair</b> .....	18.32	2.6	18.55	2.9	17.01	6.3
Industrial machinery repairers .....	20.71	9.1	20.71	9.1	—	—
Mechanics and repairers, n.e.c. ....	15.55	6.6	—	—	—	—
Electricians .....	21.06	6.4	—	—	—	—
Plumbers, pipefitters and steamfitters .....	18.69	12.6	18.74	12.8	—	—
<b>Machine operators, assemblers, and inspectors</b> .....	14.47	11.8	14.68	12.4	—	—
Miscellaneous machine operators, n.e.c. ....	13.03	14.5	13.52	16.8	—	—
Assemblers .....	20.51	7.1	20.51	7.1	—	—
Production inspectors, checkers and examiners ..	13.34	27.8	13.34	27.8	—	—
<b>Transportation and material moving</b> .....	13.73	5.3	14.24	6.2	11.89	5.2
Truck drivers .....	14.51	12.5	15.46	12.6	—	—
Industrial truck and tractor equipment operators ..	14.07	10.7	14.07	10.7	—	—
Miscellaneous material moving equipment operators, n.e.c. ....	12.76	7.4	—	—	—	—

See footnotes at end of table.

Table 2-2. **Mean hourly earnings,<sup>1</sup> full-time workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2003** — Continued

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>Blue collar</b> —Continued						
<b>Handlers, equipment cleaners, helpers, and laborers</b>	\$10.22	5.3	\$9.92	5.5	\$12.59	5.9
Construction laborers .....	9.56	7.5	—	—	—	—
Stock handlers and baggers .....	10.61	7.5	10.61	7.5	—	—
Machine feeders and offbearers .....	9.46	22.6	9.46	22.6	—	—
Freight, stock, and material handlers, n.e.c. ....	12.48	11.0	12.48	11.0	—	—
Laborers, except construction, n.e.c. ....	9.45	4.8	9.48	5.3	—	—
<b>Service</b> .....	11.12	6.7	7.98	7.2	14.85	4.4
Protective service .....	14.47	11.4	—	—	16.49	3.2
Firefighting .....	13.60	.4	—	—	13.60	.4
Police and detectives, public service .....	17.28	3.0	—	—	17.28	3.0
Correctional institution officers .....	13.60	2.3	—	—	13.60	2.3
Food service .....	6.49	8.5	6.16	7.0	—	—
Other food service .....	9.53	4.0	9.17	2.1	—	—
Cooks .....	9.04	2.9	—	—	—	—
Health service .....	9.64	3.2	9.30	3.3	—	—
Nursing aides, orderlies and attendants .....	9.39	3.2	9.12	2.8	—	—
Cleaning and building service .....	10.75	7.1	10.69	10.8	10.83	9.7
Janitors and cleaners .....	10.14	7.5	10.68	14.4	9.57	1.0
Personal service .....	8.17	7.2	7.92	8.9	—	—

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

<sup>4</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 2-3. **Mean hourly earnings,<sup>1</sup> part-time workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2003**

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>All</b> .....	\$8.30	5.5	\$8.20	6.0	\$9.35	3.3
All excluding sales .....	8.36	5.3	8.24	5.9	9.35	3.3
<b>White collar</b> .....	10.59	6.1	10.59	6.2	—	—
White collar excluding sales .....	13.22	6.0	13.32	6.1	—	—
<b>Professional specialty and technical</b> .....	19.25	4.7	19.26	4.8	—	—
Professional specialty .....	20.73	5.6	20.77	5.8	—	—
Health related .....	22.11	3.1	22.11	3.1	—	—
Registered nurses .....	21.94	2.8	21.94	2.8	—	—
Teachers, college and university .....	—	—	—	—	—	—
Teachers, except college and university .....	—	—	—	—	—	—
Lawyers and judges .....	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	—	—	—	—	—	—
Technical .....	—	—	—	—	—	—
<b>Executive, administrative, and managerial</b> .....	—	—	—	—	—	—
Executives, administrators, and managers .....	—	—	—	—	—	—
Management related .....	—	—	—	—	—	—
<b>Sales</b> .....	8.00	11.3	8.00	11.3	—	—
Cashiers .....	7.46	11.5	7.46	11.5	—	—
<b>Administrative support, including clerical</b> .....	9.43	5.3	9.47	5.5	—	—
<b>Blue collar</b> .....	7.71	9.2	7.12	9.5	9.81	4.7
<b>Machine operators, assemblers, and inspectors</b> .....	—	—	—	—	—	—
<b>Transportation and material moving</b> .....	10.16	5.0	—	—	10.38	5.2
Bus drivers .....	11.16	2.1	—	—	11.06	2.4
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	6.80	6.9	6.70	6.9	—	—
Stock handlers and baggers .....	6.24	.3	6.24	.3	—	—
<b>Service</b> .....	6.95	5.8	6.79	6.5	8.59	6.6
Protective service .....	—	—	—	—	—	—
Food service .....	6.30	8.2	6.17	8.5	—	—
Waiters, waitresses, and bartenders .....	5.25	23.0	5.25	23.0	—	—
Other food service .....	7.00	2.3	6.85	1.4	—	—
Kitchen workers, food preparation .....	7.04	2.1	7.04	2.1	—	—
Food preparation, n.e.c. ....	6.78	5.8	6.33	3.6	—	—
Health service .....	8.48	3.8	8.67	3.7	—	—
Nursing aides, orderlies and attendants .....	8.48	4.0	8.70	3.7	—	—
Cleaning and building service .....	—	—	—	—	—	—
Personal service .....	—	—	—	—	—	—

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

<sup>4</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 3-1. **Mean weekly earnings,<sup>1</sup> full-time workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2003**

Occupation <sup>3</sup>	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours <sup>5</sup>	Weekly earnings		Mean weekly hours <sup>5</sup>	Weekly earnings		Mean weekly hours <sup>5</sup>
	Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)	
<b>All</b> .....	\$700	3.4	39.7	\$675	4.8	39.9	\$768	1.3	39.2
All excluding sales .....	704	3.6	39.7	678	5.2	39.9	771	1.0	39.2
<b>White collar</b> .....	819	4.2	39.4	798	6.5	40.0	862	1.7	38.1
White collar excluding sales .....	842	4.5	39.3	827	7.2	40.0	869	1.3	38.1
<b>Professional specialty and technical</b> .....	954	2.7	38.6	908	5.3	40.0	999	1.7	37.2
Professional specialty .....	1,017	2.5	38.3	1,035	6.1	40.2	1,006	1.6	37.2
Engineers, architects, and surveyors .....	—	—	—	—	—	—	—	—	—
Mathematical and computer scientists .....	—	—	—	—	—	—	—	—	—
Natural scientists .....	—	—	—	—	—	—	—	—	—
Health related .....	918	5.2	40.7	892	4.3	41.1	1,061	18.8	38.7
Registered nurses .....	783	6.3	39.5	780	7.4	39.7	802	6.0	38.6
Teachers, college and university .....	—	—	—	—	—	—	—	—	—
Teachers, except college and university .....	1,046	1.8	36.4	951	10.2	39.0	1,050	1.7	36.3
Elementary school teachers ...	1,053	.1	36.2	—	—	—	1,052	.0	36.2
Secondary school teachers ...	1,052	1.0	36.1	—	—	—	1,048	1.0	36.1
Librarians, archivists, and curators .....	1,091	3.6	38.1	—	—	—	—	—	—
Librarians .....	1,091	3.6	38.1	—	—	—	—	—	—
Social scientists and urban planners .....	—	—	—	—	—	—	—	—	—
Social, recreation, and religious workers .....	797	6.9	39.5	—	—	—	765	8.2	40.0
Social workers .....	797	6.9	39.5	—	—	—	765	8.2	40.0
Lawyers and judges .....	—	—	—	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	—	—	—	—	—	—	—	—	—
Technical .....	731	6.7	39.7	732	7.1	39.7	—	—	—
Clinical laboratory technologists and technicians .....	511	9.7	38.7	511	9.7	38.7	—	—	—
Licensed practical nurses .....	546	2.0	38.6	—	—	—	—	—	—
Electrical and electronic technicians .....	789	6.9	40.0	789	6.9	40.0	—	—	—
<b>Executive, administrative, and managerial</b> .....	1,237	9.0	40.8	1,299	10.0	41.0	1,033	9.1	39.9
Executives, administrators, and managers .....	1,398	8.7	41.1	1,424	10.1	41.4	1,278	5.5	39.9
Administrators and officials, public administration .....	1,394	10.4	40.0	—	—	—	1,394	10.4	40.0
Managers and administrators, n.e.c. ....	1,498	10.3	40.5	1,501	10.4	40.6	—	—	—
Management related .....	888	5.6	40.0	957	6.3	40.0	756	1.1	40.0
Accountants and auditors .....	856	5.2	40.1	873	7.9	40.2	—	—	—
<b>Sales</b> .....	640	7.6	39.8	643	8.1	39.8	—	—	—
<b>Administrative support, including clerical</b> .....	539	6.6	39.5	549	8.4	39.6	508	1.9	39.1
Secretaries .....	561	4.4	39.4	543	9.7	39.2	574	4.4	39.6
Receptionists .....	418	7.4	40.0	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks .....	479	4.0	39.9	460	4.2	39.9	—	—	—
General office clerks .....	495	7.8	39.7	501	10.1	39.6	478	4.9	39.8
Teachers' aides .....	408	.5	36.0	—	—	—	408	.5	36.0
Administrative support, n.e.c. ....	490	5.9	40.0	—	—	—	492	4.2	40.0

See footnotes at end of table.



Table 3-1. **Mean weekly earnings,<sup>1</sup> full-time workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2003** — Continued

Occupation <sup>3</sup>	Total			Private industry			State and local government		
	Weekly earnings		Mean weekly hours <sup>5</sup>	Weekly earnings		Mean weekly hours <sup>5</sup>	Weekly earnings		Mean weekly hours <sup>5</sup>
	Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)	
<b>Blue collar</b> .....	\$609	4.6	40.0	\$615	5.3	40.0	\$572	3.6	39.8
<b>Precision production, craft, and repair</b> .....	733	2.6	40.0	742	2.9	40.0	680	6.3	40.0
Industrial machinery repairers .....	828	9.1	40.0	828	9.1	40.0	—	—	—
Mechanics and repairers, n.e.c. ....	622	6.6	40.0	—	—	—	—	—	—
Electricians .....	842	6.4	40.0	—	—	—	—	—	—
Plumbers, pipefitters and steamfitters .....	748	12.6	40.0	749	12.8	40.0	—	—	—
<b>Machine operators, assemblers, and inspectors</b> .....	579	11.8	40.0	587	12.4	40.0	—	—	—
Miscellaneous machine operators, n.e.c. ....	521	14.5	40.0	541	16.8	40.0	—	—	—
Assemblers .....	820	7.1	40.0	820	7.1	40.0	—	—	—
Production inspectors, checkers and examiners ...	534	27.8	40.0	534	27.8	40.0	—	—	—
<b>Transportation and material moving</b> .....	555	6.7	40.5	581	7.8	40.8	468	5.1	39.4
Truck drivers .....	605	16.1	41.7	652	16.7	42.2	—	—	—
Industrial truck and tractor equipment operators .....	563	10.7	40.0	563	10.7	40.0	—	—	—
Miscellaneous material moving equipment operators, n.e.c. ....	511	7.4	40.0	—	—	—	—	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	406	5.5	39.7	394	5.7	39.7	504	5.9	40.0
Construction laborers .....	382	7.5	40.0	—	—	—	—	—	—
Stock handlers and baggers ...	424	7.5	40.0	424	7.5	40.0	—	—	—
Machine feeders and offbearers .....	370	24.1	39.1	370	24.1	39.1	—	—	—
Freight, stock, and material handlers, n.e.c. ....	486	12.1	39.0	486	12.1	39.0	—	—	—
Laborers, except construction, n.e.c. ....	378	4.8	40.0	379	5.3	40.0	—	—	—
<b>Service</b> .....	447	6.9	40.2	309	5.9	38.8	626	5.0	42.2
Protective service .....	621	13.0	42.9	—	—	—	723	2.7	43.9
Firefighting .....	714	.2	52.5	—	—	—	714	.2	52.5
Police and detectives, public service .....	717	2.3	41.5	—	—	—	717	2.3	41.5
Correctional institution officers .....	544	2.3	40.0	—	—	—	544	2.3	40.0
Food service .....	248	7.0	38.3	237	5.8	38.6	—	—	—
Other food service .....	363	5.6	38.1	354	5.3	38.6	—	—	—
Cooks .....	321	11.4	35.5	—	—	—	—	—	—
Health service .....	368	4.1	38.1	348	3.6	37.4	—	—	—
Nursing aides, orderlies and attendants .....	352	3.7	37.5	337	2.9	37.0	—	—	—
Cleaning and building service ....	417	7.6	38.8	415	10.6	38.8	419	11.4	38.7
Janitors and cleaners .....	391	7.9	38.6	414	14.5	38.7	368	2.9	38.4
Personal service .....	321	7.3	39.4	317	8.9	40.0	—	—	—

<sup>1</sup> Earnings are the straight-time weekly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>3</sup> A classification system including about 480 individual occupations is used to

cover all workers in the civilian economy. See appendix B for more information.

<sup>4</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

<sup>5</sup> Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 3-2. **Mean annual earnings,<sup>1</sup> full-time workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2003**

Occupation <sup>3</sup>	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours <sup>5</sup>	Annual earnings		Mean annual hours <sup>5</sup>	Annual earnings		Mean annual hours <sup>5</sup>
	Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)	
<b>All</b> .....	\$35,231	3.4	1,997	\$35,028	4.8	2,070	\$35,712	1.3	1,823
All excluding sales .....	35,358	3.6	1,993	35,168	5.2	2,071	35,782	1.0	1,819
<b>White collar</b> .....	40,273	4.2	1,937	41,371	6.5	2,074	38,311	1.7	1,694
White collar excluding sales .....	41,136	4.5	1,922	42,859	7.2	2,075	38,480	1.3	1,684
<b>Professional specialty and technical</b> .....	44,103	2.7	1,786	46,855	5.3	2,064	41,889	1.7	1,562
Professional specialty .....	45,580	2.5	1,718	53,087	6.1	2,063	41,976	1.6	1,552
Engineers, architects, and surveyors .....	—	—	—	—	—	—	—	—	—
Mathematical and computer scientists .....	—	—	—	—	—	—	—	—	—
Natural scientists .....	—	—	—	—	—	—	—	—	—
Health related .....	47,051	5.2	2,088	46,359	4.3	2,138	50,433	18.8	1,840
Registered nurses .....	40,092	6.3	2,024	40,538	7.4	2,065	37,937	6.0	1,826
Teachers, college and university .....	—	—	—	—	—	—	—	—	—
Teachers, except college and university .....	41,344	1.8	1,440	45,474	10.2	1,865	41,196	1.7	1,425
Elementary school teachers ...	40,599	.1	1,396	—	—	—	40,579	.0	1,397
Secondary school teachers ...	40,570	1.0	1,392	—	—	—	40,461	1.0	1,393
Librarians, archivists, and curators .....	50,205	3.6	1,755	—	—	—	—	—	—
Librarians .....	50,205	3.6	1,755	—	—	—	—	—	—
Social scientists and urban planners .....	—	—	—	—	—	—	—	—	—
Social, recreation, and religious workers .....	41,429	6.9	2,052	—	—	—	39,771	8.2	2,080
Social workers .....	41,429	6.9	2,052	—	—	—	39,771	8.2	2,080
Lawyers and judges .....	—	—	—	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	—	—	—	—	—	—	—	—	—
Technical .....	38,020	6.7	2,065	38,056	7.1	2,064	—	—	—
Clinical laboratory technologists and technicians .....	26,559	9.7	2,012	26,559	9.7	2,012	—	—	—
Licensed practical nurses .....	28,399	2.0	2,007	—	—	—	—	—	—
Electrical and electronic technicians .....	41,019	6.9	2,080	41,019	6.9	2,080	—	—	—
<b>Executive, administrative, and managerial</b> .....	64,125	9.0	2,112	67,478	10.0	2,130	53,153	9.1	2,054
Executives, administrators, and managers .....	72,439	8.7	2,130	74,072	10.1	2,152	65,147	5.5	2,032
Administrators and officials, public administration .....	72,498	10.4	2,080	—	—	—	72,498	10.4	2,080
Managers and administrators, n.e.c. ....	77,918	10.3	2,108	78,027	10.4	2,109	—	—	—
Management related .....	46,043	5.6	2,074	49,581	6.3	2,070	39,337	1.1	2,080
Accountants and auditors .....	44,493	5.2	2,086	45,403	7.9	2,089	—	—	—
<b>Sales</b> .....	33,235	7.6	2,066	33,400	8.1	2,065	—	—	—
<b>Administrative support, including clerical</b> .....	27,351	6.6	2,004	28,539	8.4	2,059	24,081	1.9	1,855
Secretaries .....	28,286	4.4	1,988	28,242	9.7	2,037	28,316	4.4	1,954
Receptionists .....	21,717	7.4	2,080	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks .....	24,917	4.0	2,077	23,897	4.2	2,076	—	—	—
General office clerks .....	25,572	7.8	2,049	26,062	10.1	2,061	24,211	4.9	2,014
Teachers' aides .....	15,182	.5	1,340	—	—	—	15,182	.5	1,340
Administrative support, n.e.c. ....	25,496	5.9	2,080	—	—	—	25,586	4.2	2,080

See footnotes at end of table.

Table 3-2. **Mean annual earnings,<sup>1</sup> full-time workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2003** — Continued

Occupation <sup>3</sup>	Total			Private industry			State and local government		
	Annual earnings		Mean annual hours <sup>5</sup>	Annual earnings		Mean annual hours <sup>5</sup>	Annual earnings		Mean annual hours <sup>5</sup>
	Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)		Mean	Relative error <sup>4</sup> (percent)	
<b>Blue collar</b> .....	\$31,599	4.6	2,076	\$31,958	5.3	2,082	\$29,144	3.6	2,031
<b>Precision production, craft, and repair</b> .....	38,111	2.6	2,080	38,580	2.9	2,080	35,378	6.3	2,080
Industrial machinery repairers .....	43,076	9.1	2,080	43,076	9.1	2,080	—	—	—
Mechanics and repairers, n.e.c. ....	32,335	6.6	2,080	—	—	—	—	—	—
Electricians .....	43,807	6.4	2,080	—	—	—	—	—	—
Plumbers, pipefitters and steamfitters .....	38,882	12.6	2,080	38,972	12.8	2,080	—	—	—
<b>Machine operators, assemblers, and inspectors</b> .....	30,095	11.8	2,080	30,535	12.4	2,080	—	—	—
Miscellaneous machine operators, n.e.c. ....	27,105	14.5	2,080	28,127	16.8	2,080	—	—	—
Assemblers .....	42,655	7.1	2,080	42,655	7.1	2,080	—	—	—
Production inspectors, checkers and examiners ...	27,747	27.8	2,080	27,747	27.8	2,080	—	—	—
<b>Transportation and material moving</b> .....	28,375	6.7	2,067	30,188	7.8	2,120	22,518	5.1	1,894
Truck drivers .....	31,445	16.1	2,167	33,912	16.7	2,193	—	—	—
Industrial truck and tractor equipment operators .....	29,265	10.7	2,080	29,265	10.7	2,080	—	—	—
Miscellaneous material moving equipment operators, n.e.c. ....	26,550	7.4	2,080	—	—	—	—	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	21,125	5.5	2,067	20,491	5.7	2,065	26,190	5.9	2,080
Construction laborers .....	19,882	7.5	2,080	—	—	—	—	—	—
Stock handlers and baggers ...	22,059	7.5	2,080	22,059	7.5	2,080	—	—	—
Machine feeders and offbearers .....	19,234	24.1	2,034	19,234	24.1	2,034	—	—	—
Freight, stock, and material handlers, n.e.c. ....	25,295	12.1	2,027	25,295	12.1	2,027	—	—	—
Laborers, except construction, n.e.c. ....	19,663	4.8	2,080	19,709	5.3	2,080	—	—	—
<b>Service</b> .....	22,874	6.9	2,057	16,032	5.9	2,009	31,465	5.0	2,119
Protective service .....	32,268	13.0	2,231	—	—	—	37,619	2.7	2,281
Firefighting .....	37,139	.2	2,730	—	—	—	37,139	.2	2,730
Police and detectives, public service .....	37,275	2.3	2,157	—	—	—	37,275	2.3	2,157
Correctional institution officers .....	28,295	2.3	2,080	—	—	—	28,295	2.3	2,080
Food service .....	12,623	7.0	1,946	12,321	5.8	2,001	—	—	—
Other food service .....	18,049	5.6	1,895	18,312	5.3	1,998	—	—	—
Cooks .....	16,226	11.4	1,794	—	—	—	—	—	—
Health service .....	19,127	4.1	1,984	18,117	3.6	1,947	—	—	—
Nursing aides, orderlies and attendants .....	18,305	3.7	1,949	17,523	2.9	1,922	—	—	—
Cleaning and building service ....	20,643	7.6	1,920	21,575	10.6	2,018	19,546	11.4	1,805
Janitors and cleaners .....	19,095	7.9	1,883	21,524	14.5	2,015	16,839	2.9	1,760
Personal service .....	15,842	7.3	1,940	15,833	8.9	1,999	—	—	—

<sup>1</sup> Earnings are the straight-time annual wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>3</sup> A classification system including about 480 individual occupations is used to

cover all workers in the civilian economy. See appendix B for more information.

<sup>4</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

<sup>5</sup> Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.